

# Organizational Self-Assessment

The goal of this survey is to help program staff evaluate and reflect on their programming. The survey focuses on questions regarding programs goals and how they were met, as well as successes and opportunities for improvement.

This survey was partially adapted from the *California After-School Program Quality Self-Assessment Tool. (2009)*.  
Davis and Sacramento, CA: California AfterSchool Network at University of California at Davis and California  
Department of Education by the CUNY Urban Food Policy Institute.

**1. What are your program’s goals? Please describe below:**

**2. For each statement below, put an “X” in the box that best describes your program on a scale of 1-4. If you are unsure, select “don’t know.”**

	Just starting 1	Some progress 2	Proficient 3	Highly proficient 4	Don't Know
There is a clearly defined, well-understood vision and mission in operation that has been agreed upon by our staff and stakeholders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Program activities support the vision and mission.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Programming is attended at capacity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evaluation and assessment activities are guided by clearly defined and measurable goals that are linked to community needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff feel supported by the organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Program staff collaborate with community members to meet program and community goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Activities with the community are determined by the community members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community member’s roles and expectations are clearly defined.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participants have regular opportunities to provide feedback about the program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff provide the community with regular updates about program events and achievements in a variety of accessible formats.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**3. How many total program participants were there? (Add up the number of participants for each session).**

\_\_\_\_\_ total program participants

**4. If the data are available, how many unique individuals participated? Your best estimate is fine.**

\_\_\_\_\_ total program participants

**5. Referring to your goals in Question 1, how did your program meet its goals?**

**6. What was the biggest success of the program?**

**7. What are some areas for improvement?**

**8. What do you wish you had more time to do?**

**9. What support do you need to improve the program?**

**10. What are your next steps?**